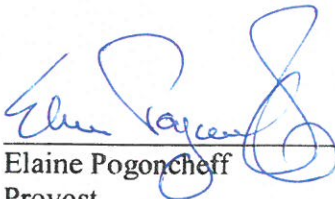


**Letter of Agreement (LOA) Between
The Lansing Community College Chapter of the Michigan Association For Higher
Education at Lansing Community College MEA/NEA
And
Lansing Community College**

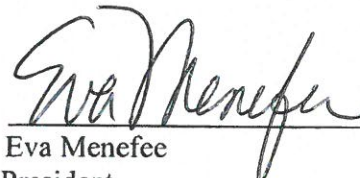
The Lansing Community College Chapter of the Michigan Association For Higher Education at Lansing Community College and Lansing Community College agree to, for the 2018-19 and 2019-20 academic years, modify the salary schedules for part-time Professional Tutors as specified below.

This Letter of Agreement is a full and complete agreement; its provisions are not to be considered as precedent for any other or future situation; it does not alter any other provisions of the parties' current collective bargaining agreement.

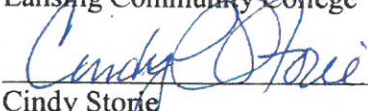
The parties have voluntarily entered into this Letter of Agreement, which represent their full understanding regarding the matters addressed herein and which may not be modified except by written agreement signed by the College and MAHE.


Elaine Pogoncheff
Provost
Lansing Community College

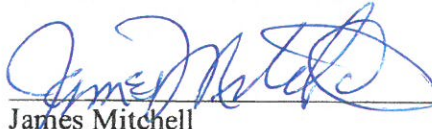
8/23/18
Date


Eva Menefee
President
Michigan Association For Higher Education

8/23/18
Date


Cindy Stone
Director of Academic Support & Learning Assistance
Lansing Community College

8/22/2018
Date


James Mitchell
Director of Labor and Employee Relations
Lansing Community College

8/23/18
Date

Effective at the beginning of the first full pay period of the 2018-19 academic year, the following schedule shall be in effect:

2018-19

PART-TIME PROFESSIONAL TUTOR SCHEDULE
RATE PER CLOCK HOUR

| Step | |
|-------------|---------|
| 1 | \$16.62 |
| 2 | \$17.15 |
| 3 | \$17.67 |
| 4 | \$18.19 |
| 5 | \$18.72 |
| 6 | \$19.24 |
| 7 | \$19.77 |
| 8 | \$20.29 |
| 9 | \$20.81 |
| 10 | \$21.34 |
| 11 | \$21.86 |
| 12 | \$22.38 |
| 13 | \$22.91 |

Effective at the beginning of the 2018-19 Academic Year, part-time Professional Tutors who are not red circled or at the top of the scale will advance one step on the above revised schedule at the beginning of the first full pay period on or after the member has satisfactorily completed a full year of service in the current position and step, except that probationary Professional Tutors will not advance beyond Step 7. For example, employees at step 6 of the AD or BD scale on the 2017-18 schedule will be moved to Step 7 of the above schedule.

Effective at the beginning of the first full pay period of the 2019-20 academic year, the following schedule shall be in effect:

2019-20

PART-TIME PROFESSIONAL TUTOR SCHEDULE
RATE PER CLOCK HOUR

| Step | |
|-------------|---------|
| 1 | \$16.87 |
| 2 | \$17.41 |
| 3 | \$17.93 |
| 4 | \$18.46 |
| 5 | \$19.00 |
| 6 | \$19.53 |
| 7 | \$20.07 |
| 8 | \$20.59 |
| 9 | \$21.12 |
| 10 | \$21.66 |
| 11 | \$22.19 |
| 12 | \$22.72 |
| 13 | \$23.26 |

Effective at the beginning of the 2019-20 Academic Year, part-time Professional Tutors who are not red circled or at the top of the scale will advance one step at the beginning of the first full pay period on or after the member has satisfactorily completed a full year of service in the current position and step, except that probationary Professional Tutors will not advance beyond Step 7.

